

3 March 1981

319

Irene:

Harry and Ben are in the process of trying to second guess what areas in personnel management will be of interest/concern/problems to the new DDCI. On 12 March, they have arranged a meeting with the Director of Personnel at NSA to try and gleam (ferret?) the Admiral's personnel interest; I have invited myself ~~xxx~~ along.

In the meantime we know there will be some set questions that historically have been asked by all newcomers. I would like to have developed some "shelf" papers that can be submitted to meet the need or modified to directly answer the questions asked. The files will give a lot of background information and may, by "cut and pasting", give the paper needed.

Initial areas for PES to look at are the following:

Bob W. 1. PRA's. Background as to why. Pros and cons of continuing. *STAT*
Ideas on how to overcome abuse. *has a starting point on the APR.*

Joyce C. 2. CIA's Career Service Concept. Background. Where it came from. Why we have so many separate subgroups. Other concepts to manage people. Pros and Cons of continued use.

Walter B. 3. Promotion goals/projections policy. An examination of the *STAT*
success of this policy particularly the pojection side of the house... is *has some*
it worth the resource commitment. Pros and Cons of this one. *ideas on this.*

Carl B. 4. A comparison of our PAR system with NSAs. Where we differ, *MIGHT WANT TO REVIEW INITIAL PRELIMINARY*
an assessment. Pros and Cons of ours vs. ~~there~~ theirs. *any PDR document.*

Walter B. 5. A comparison of our promotion system *STAT*
with that in use at NSA. Particular emphasis should be placed on their "certification" policy.
Again, the advantages and disadvantages of our vs. theirs.

(Walter has requested basic info to satisfy the needs of 4 and 5 from a Contact at NSA.)

I realize the above is very general and that we need to flush the

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topic out (or down) further before the staff studies begin BUT I sometimes have a tendency to forget thoughts if I don't get them on paper. *Also, as you will note, I don't spell very well!*

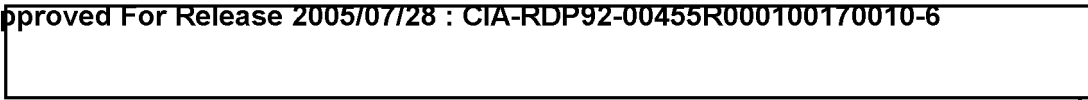
PJR
Pete

STAT



*why
problem
of volume indicator above alternate
rotation*

ILLEGIB





STAT

paper

3/8/